



MINUTES FROM THE BUDGET WORK SESSION
OF THE
LEE COUNTY BOARD OF COMMISSIONERS
FOR THE
COUNTY OF LEE, STATE OF NORTH CAROLINA

MAY 14, 2007

The Board of Commissioners for the County of Lee, State of North Carolina, held a budget work session at 3:00 p.m. in the Gordon Wicker Conference Room, Lee County Government Center, 106 Hillcrest Drive, Sanford, North Carolina, on said date. Commissioners present were Robert H. Brown, James C. Kelly, Jerry M. Lemmond, Nathan E. Paschal, Robert T. Reives, and Linda A. Shook. Other staff present included Interim County Manager Lisa Minter, County Attorney K. R. Hoyle, and Clerk to the Board Gaynell Lee.

Chairman Brown called the meeting to order and delivered the invocation.

At this time the meeting was turned over to Commissioner Reives, Chairman of the Finance Committee.

Human Resource Director Joyce McGehee gave a report on the Pay for Performance Program. Ms. McGehee stated that Lee County established a policy for providing an opportunity for employees to earn an annual salary increase based on performance. The employee's pay for performance salary increase will be based on criteria set forth in their performance plan. The policy is applied on a year to year basis. Ms. McGehee stated that Commissioners maintain the right to make amendments, adjustments and changes subject to the annual budget and availability of funds. Employees must meet the requirements of the position to remain employed by Lee County and all employees who meet the basic requirements of the job, as outlined in the job description and by their supervisor, are eligible to choose the category of performance. The four (4) categories of performance are (1) Does Not Meet Requirements, (2) Meets Requirements, (3) Exceeds Requirements, and (4) Outstanding. Each category of performance is defined according to the "*Lee County Employee Performance & Development Countywide Performance Standard*" and is subject to change as circumstances warrant. Ms. McGehee stated that 15.6% of the employees are participating in the Pay for Performance Program; fifty-six (56) for the Exceeds Requirements (to receive a 2% increase), and six (6) for the Outstanding (to receive a 5% increase). Participates completing their requirements will receive their 2% or 5% increases in January 2008. Commissioner Reives stated there was no guarantee

the Pay for Performance Program would move forward. Commissioner Shook stated she would like to see a good merit plan put in place.

The Board discussed a second public hearing to be held after June 4, 2007. A public hearing is scheduled for 7:00 p.m., Monday, May 21, 2007. After much discussion, Commissioner Shook moved that the Board hold an additional public hearing, in the evening, after June 4, 2007, so the public could voice their concerns about the proposed budget. Upon a vote, the results were as follows:

Aye: Brown, Kelly, Lemmond, Paschal, Reives, and Shook
Nay: None

The Chairman ruled the motion had been adopted unanimously.

Appraisal Manager Lisa Faulkner discussed the eight hundred and sixty-seven (867) appeals received from the revaluation; not all of the appeals will go before the Board of Equalization and Review. Ms. Faulkner will furnish the Board with a report on real property values and personal property values by fire districts.

Commissioner Lemmond discussed the Johnston-Lee-Harnett Community Action budget recommendation. A total of \$12,000 had been requested and approved for this agency for the upcoming year. Commissioner Lemmond moved that the Board appropriate an additional \$2,000 for Johnston-Lee-Harnett Community Action, bringing their total allocation to \$14,000. No action was taken but the matter will be voted on once all requests have been submitted and final budget recommendations are made.

Sheriff Tracy Carter discussed his department's requests. A total of five (5) new positions had been requested, but only two (2) were being recommended. Sheriff Carter stated he believes all positions are needed and he asked the Board to reconsider the request, especially the Crime Scene Investigator position. Chief Deputy Randall Butler also asked that the Board study employee salary adjustments in the Sheriff's Department for long term employees. No action was taken.

Health Director Mike Hanes discussed an increase in Environmental Health fees, with increases anywhere from 3% to 288%. Mr. Hanes stated the State provides some funding but feels the homeowners requesting services should pay more. The Board of Health has voted to approach self-sufficiency that would bring in approximately \$230,000 per year in increases. It was also stated that a food and lodging inspection fee may be implemented at some time in the future. No action was taken.

Mr. Bobby Powell, Chairman of the Central Carolina Community College (CCCC) Board of Trustees spoke on behalf of the community college. Mr. Powell stated that last year the community college had to use \$160,000 from savings to offset shortfalls in their budget. He stated the college was already \$90,000 short and it was requested the Commissioners revisit CCCC's budget request for the upcoming year. It was also stated the statewide average is \$800.00 per student and Lee County's is \$542.00 per student. No action was taken.

The Board discussed a revenue neutral tax rate and cuts that would have to be made to go with a revenue neutral rate for FY 2007-08. No action was taken.

Chairman Brown discussed the Register of Deeds salary. Mr. Brown stated a recent survey conducted by HR Director Joyce McGehee showed that the Lee County Register of Deeds salary was lower than most surrounding counties. Ms. McGehee was asked to furnish the report to the Finance Committee for review. No action was taken.

The Board discussed the CDBG Project involving Ms. Linda Gay. Assistant County Manager Kenny Cole stated a bid of \$2,480.00 had been received to replace the kitchen countertops in Ms. Gay's home and \$1,938.00 for replacement shutters. A total of \$2,500 remains in the budget for this Project. After some discussion, Commissioner Kelly moved that Ms. Gay be offered \$4,418.84 in cash to take care of the above two referenced items so the project could be completed. Upon a vote, the results were as follows:

Aye: Brown, Kelly, Lemmond, Paschal, and Reives
Nay: Shook

The Chairman ruled the motion had been adopted by a five to one vote.

With no further business to come before the Board, Commissioner Lemmond moved to adjourn the work session. Upon a vote, the results were as follows:

Aye: Brown, Kelly, Lemmond, Paschal, Reives, and Shook
Nay: None

The Chairman ruled the motion had been adopted unanimously and the meeting adjourned in keeping with the motion.

Robert H. Brown, Chairman
Lee County Board of Commissioners

ATTEST:

Gaynell M. Lee, Clerk